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women of their countries the right to vote in the early 1900s.

Born on July 24, 1920, it was only fitting that New York House of Representative Bella Abzug (1920-1998), “always a champion of women’s rights, human rights, equality, peace and social justice,” would be the person to introduce legislation to commemorate August 26 as Women’s Equality Day. In 1971, A Joint Resolution of Congress designated as follows:

“WHEREAS, the women of the United States have been treated as second-class citizens and have not been entitled the full rights and privileges, public or private, legal or institutional, which are available to male citizens of the United States; and WHEREAS, the women of the United States have united to assure that these rights and privileges are available to all citizens equally regardless of sex; and

WHEREAS, the women of the United States have designated August 26, the anniversary date of the passage of the Nineteenth Amendment, as symbol of the continued fight for equal rights: and

WHEREAS, the women of United States are to be commended and supported in their organizations and activities, NOW, THEREFORE, BE IT RESOLVED, the Senate and House of Representatives of the United States of America in Congress assembled, that August 26th of each year is designated as Women’s Equality Day, and the President is authorized and requested to issue a proclamation annually in commemoration of that day in 1920, on which the women of America were first given the right to vote, and that day in 1970, on which a nationwide demonstration for women’s rights took place.”

As we continue to work for equality, strive for excellence and value our diversity, let’s not forget to remember those who did the same, so that we may all have the freedom to vote. When we exercise our right to vote, encourage others to register, teach our children the value of and the need for their participation in the election process, we pay tribute and high honor to those who gave their best in service to us all.

“Yet, as man advances, woman is elevated, and her elevation in turn advances him. No liberty ever given her has been lost or abused or regretted. Where most has been given her she has become best. Liberty never degrades her; slavery always does. For her good, therefore, she needs the ballot.” Exert from House Report No. 2289. Views of the Congressional Minority Favoring Women’s Suffrage (1886)

Sources
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September Dates to Remember

- Healty Aging Month
1 – Labor Day; Israel Miraji Ascent of Prophet Muhammad; Ramadan (Islamic, Muslim, Moslem)
3 – Ganesh Chaturthi (Hindu)
9 – Grandparent’s Day (United States)
11 – Patriot Day (United States); Enkutatash (Coptic and Ethiopian Orthodox Christian)
14 – Mid-Autumn Festival-Mooncake Festival (China)
15 – Keiro-no-Hi (Japan)
Sept. 15 – Oct. 15 – National Hispanic Heritage Month
16 – Mexico’s Independence Day
17 – Citizenship Day (United States)
19 – San Gennaro Day (Italian-American)
20 – Oktoberfest (Germany)
21 – International Day of Peace (United Nations)
21-27 – Deaf Awareness Week
23 – Equinox (International)
24 – Heritage Day (South Africa)
26 – Lailat-UI-Quadr (Islamic, Muslim)
27 – Maskal (Ethiopian Orthodox Christian)
30 – Rosh Hashanah (Jewish New Year)

August 27, 2008
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Louisiana State Civil Rights Committee Newsletter



LOUISIANA CIVIL RIGHTS ADVISORY COMMITTEE

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this issue

- Women’s Equality Day **P.1**
Generation Melting Pot **P.2**
U.S. Military Veteran Statistics **P.3**

Women’s Equality Day – August 26, 2008

“No liberty ever given her has been lost or abused or regretted.”

Written by Sharyn C. Alvarez,
National Federal Women's Program Manager
NRCS, Civil Rights Division

Tuesday, August 26, 2006, marks the 88th anniversary of the passage of the 19th Amendment, “extending the right of suffrage to women.” Suffrage, according to Merriam-Webster’s Collegiate Dictionary, tenth edition, means “to support with one’s vote.” It is also stated as “the right or the exercise of the right to vote in public affairs.”

The 19th Amendment was first introduced in Congress in 1878. Though it failed to pass, it was introduced at every session of Congress for the next 40 years. Tennessee was the 36th state to ratify the Amendment on August 18, 1920. Secretary of State Bainbridge Colby certified the ratification on August 26, 1920.

In 1848, Seneca Falls, New York was the site of the first conference on women’s rights. The women and men there adopted a Declaration of Sentiments that called for women to have the same rights as men such as education, property ownership and management and voting. However, women’s suffrage was their main goal. Opposition

was strong and relentless. Many felt that granting women equal right and encouraging their participation in politics would be the end of family life. There were those who believed that women were not intelligent enough to represent their views and would be better served remaining under the protection of the men in their family.

Obtaining the right to vote was a long, difficult struggle that required perseverance and sacrifice. In their struggle to gain equal rights women willingly protested, chained themselves to the White House fence, were arrested and went on hunger strikes. Several generations of women's suffrage advocates and supporters wrote, petitioned, demonstrated, marched, lobbied, and were harassed, beaten, scorned, mocked and jailed. Many lived long lives and died never seeing victory for the dream they worked so hard for.

Before the U.S. Constitution was amended in 1920, many U.S. cities and states amended their constitutions allowing women the right to vote, in some cases, as early as 1910.

In 1893, New Zealand became the first country to grant women the right to vote. Australia, Britain, Canada, Finland, Germany and Sweden gave

LOUISIANA
CIVIL RIGHTS
ADVISORY
COMMITTEE
MEETING

The next Louisiana State Civil Rights Committee Meeting will be on October 28, 2008 at 9:30 a.m. Committee meetings are held once every quarter the last Tuesday of the month: October, January, April and July. All NRCS employees are invited to attend. Minutes from each meeting are made available to all Louisiana NRCS employees.

CIVIL RIGHTS
COMMITTEE
MEMBER
Monthly Pick



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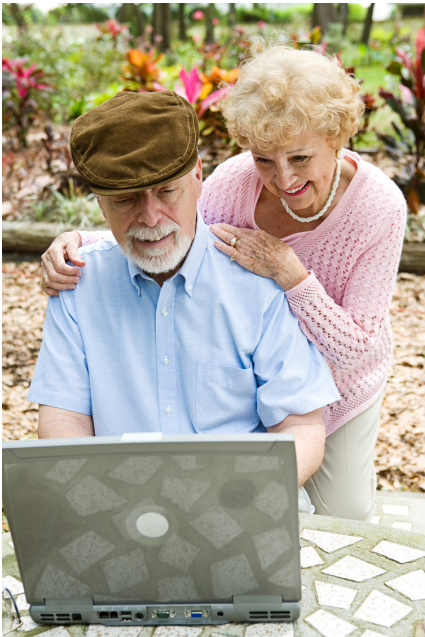


For the first time in history, four generations are employed side by side in the workplace. They consist of the Silent Generation, Baby Boomers, Generation X and Generation Y. This multi-generation workforce brings with it a positive outcome - creativity. Each generation contributes different thoughts and ideas. Unfortunately, another outcome of generational mixing is the differences in worldviews, ways of working, thinking, talking, and even attire. All of these can lead to additional stress in the workplace. In order to work effectively in a multi-generation workplace, it is beneficial to have some knowledge of each generation's history and their general characteristics.

Silent 1927-1945 Age 63-81	Baby Boomers 1946-1964 Age 62-44	Generation X 1965-1985 Age 43-23	Millennials 1985-??? Age 22 or less
Pay your dues, work hard	If you have it, flash it!	Whatever...	Let's make the world better
Likes security and stability	Likes shopping, winning, and leading	Likes being with friends and change	Likes family, friends, technology and environment
Dislikes debt, borrowing, and upstart kids	Dislikes paying off debt and aging	Dislikes bossiness, corporate culture, and getting up in the morning	Dislikes dishonesty and unbalanced lifestyles
Reputation for hard work, conflict resolution, romanticizing, friendly, and accommodating	Reputation for "Being In Charge", innovation, have all the answers, and perfectionism	Reputation for cynicism, taking risks, pragmatism, and non-affiliation	Reputation for text messaging, optimism, inclusiveness, and being clean-cut
Influences: Great Depression, Roaring 20's, 3 wars, and G.I. Bill	Influences: Suburbia, television, Watergate, civil rights, "Sex, Drugs, and Rock & Roll", and Vietnam	Influences: MTV, Game Boy, personal computer, divorce rate tripled, latch-key children, and faltering economy	Influences: The Internet, cell phones, terrorism, "A 24/7 World", and pace of change increasing
Goal: Build a Legacy	Goal: Build a Stellar Career	Goal: Build a Portable Career	Goal: Build a Balanced Life
Learning: Prefer print / paper, sequential / logical, "Chalk and talk", no touchy feely, and wants computer training	Learning: Reference experts, take notes-the highlighter generation, prefer classroom and interactive Learning, training is a perk, and learning is a way to get ahead.	Learning: OK with e-learning, motivated to add to skills set, looking to fill leadership positions, challenges authority, and self reliant.	Learning: Tune out the boring, 24/7 access, learn collaboratively, embrace technology, learner centered, and needs structure
Feedback: No News is Good News	Feedback: Once a Year Whether Needed or Not	Feedback: So How Am I Doing?	Feedback: Virtual Coach at the Touch of a Button

Generation Melting Pot
– Silent Generation,
Baby Boomers,
Generation X, and
Millennials

Which Generation Are You?



U.S. Military Veteran Statistics by David Williams

Here are some general statistics about US Military Veterans. The information came from a couple of VA Fact Sheets and the Census Bureau. I hope that you find them as interesting as I did.

There are an estimated 23.5 million veterans in our population. According to the population clock on the Census Bureau's Home Page the US Estimated Population on 8/22/08 was 304.9 million. This makes about 8% of our population US Military Veterans. Out of this approximately 39% of the veteran population is over 65 years old. The estimated number of WW II Veterans still alive as of 7/22/2008

is 2,911,900. The estimated number of WW II Veterans that pass away each day is estimated to be approximately 900. By this reasoning we will no longer have any remaining WW II Veterans by 2017. By race the veteran population is fairly diverse. The current veteran demographics consist of approximately 80% White, 11% Black, 6% is Hispanic, 2% Asian/Pacific Islander, 1% American Indian/ Alaskan Native. About 7% of veterans are female. Louisiana has approximately 325,992 US Military Veterans. Out of this approximately 27,875 veterans are female, which

exceeds the national average by approximately 1%. The number of veterans receiving VA Disability Compensation is approximately 2.9 million, which means that about 12% of our veterans have some type of recorded physical disability and are receiving compensation for that disability. To learn more information about veteran demographics and/or veteran benefits, please visit the Department of Veterans Affairs Web Site at <http://www.va.gov/> . Volunteer information can also be found on the website. Census information is available at <http://www.census.gov/>.

This Month's Q&A Civil Rights Tip

Q: What is the name of the Sexual Harassment poster to be prominently displayed in all offices where there is an NRCS presence, as well as those Soil & Water Conservation District offices where there is no NRCS presence?

Revised Form AD-1085 provides valuable information about the



prevention of sexual harassment and about reporting instances of sexual harassment. The poster is to be placed where it can be viewed by employees and customers. This Poster can be ordered directly from the USDA Beltsville Service Center at (301) 394-0400, or via their website at <http://www.bsc.usda.gov>.

CIVIL RIGHTS
COMMITTEE
SPECIAL
EMPHASIS
POSITIONS IN
LOUISIANA
Vacancies

Applications are being solicited for the following Civil Rights Committee Special Emphasis positions in Louisiana:

- Asian American/Pacific Islander Special Emphasis Program Manager – Three-year term (FY-09 through FY-11)
- Hispanic Special Emphasis Program Manager – Three-year term (FY-09 through FY-11)
- Limited Resource and Small Scale Farmers and Socially Disadvantaged Producers Coordinator – Three-year term (FY-09 through FY-11)

Applications will be accepted beginning July 31 through August 31, 2008. See Louisiana Bulletin No. 230-8-10 for more information.

